

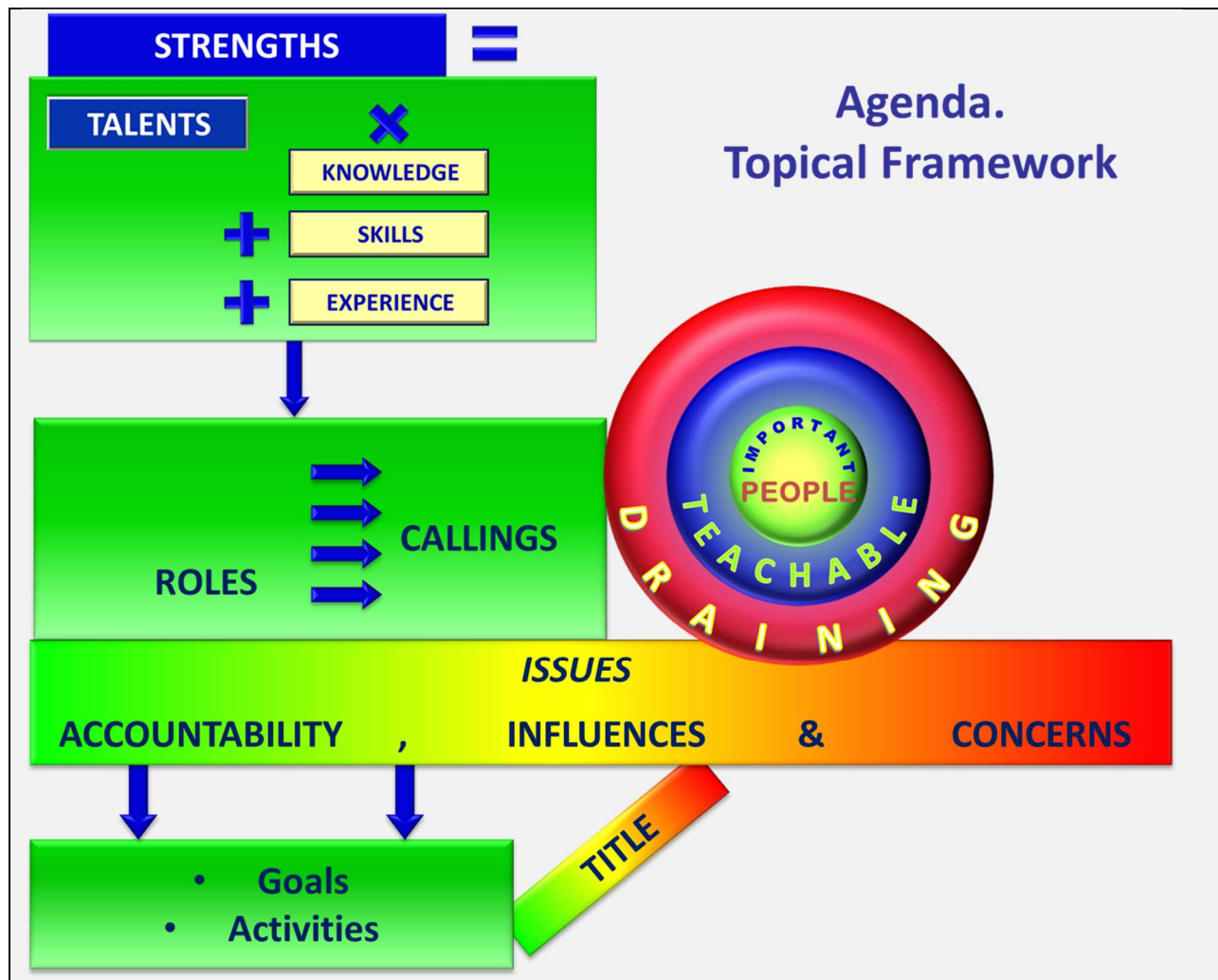
Welcome:

Thank you for your interest in being part of this strengths workshop. Our prayer is that God will speak to you personally through the videos, the interaction with other and most importantly through His presence as you gather in His name.

The following illustration provides the agenda for the workshop sessions. Your facilitator will lead you through 10 short videos. Each video will be followed by an exercise that you will be asked to practice with a partner. This is exactly the same format that we have used in our workshop over the past 19 years. The only difference is that we will be with you via video not in person. Please, relax and enjoy the workshop.

Yours in Christ's Service

Baha and Margaret Habashy



SW Lesson 1: Discover Your Strengths

Objective: To help you understand the tools and start the process of discovering your Strengths.

Video 1 Notes:

- **John 10.10:** Living in the sweet spot of life and playing to your strengths

Write you one prayer request to God here.

- **Matthew 25:** Talent stewardship. (To know your strength and invest your strengths)
- Strengths are focusing on what is good – Talents
- About StrengthsFinder 2.0

Go back to your first discovery exercise, “Discovering your Strengths”:

- Which of your top five strengths would you consider your favorite strengths or the one that describes who you truly are? Why?

EXERCISE: Discuss with your partner

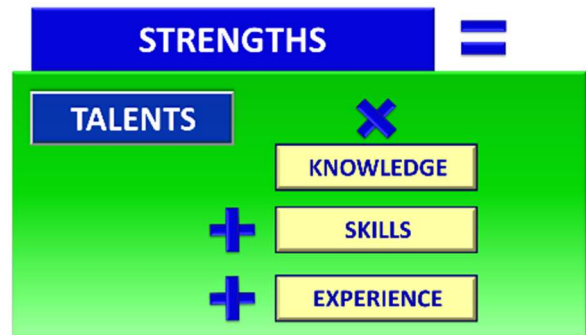
SW Lesson 2: Know Your Strengths

- **Objective:** To help you know the theology and science of Strengths

Video 2 Notes:

- **Genesis 1.26:** Created in the image of God.
 - Be holy for God is holy.
 - With God’s attributes, you are created to do good works.
 -

- **Strength** is the **ability** to deliver consistent near-perfect performance in a given activity” ... **Defined by a formula** that starts with Talents



- **Talents** “Naturally recurring patterns of thoughts, feelings or behaviors that can be productively applied” The start developing **before birth...**”

- **Knowledge ...**
- **Skills ...**
- **Experience ...**

EXERCISE: (Discuss with your partner)

- How do you feel when you learn that you are created in God’s image?
- What comes to your mind when you think of the fact that God gave you your strengths because he trusts you to do good work?

SW Lesson 3: Tell Me About Yourself

Objective: To help you identify the myths that often hold you back from playing to your strengths.

Video 3 Notes:

- **Overcoming the myth that holds us back.**
- As you grow you do not change but you become more **aware** of who you really are.
- You gain the greatest results if you invest in your strengths, not your weaknesses.
- To be successful do not try to be a “well-rounded player” but focus on your strengths as part of a well-rounded team.
- **Not good enough?** Remember Philippians 4:8. *“Whatsoever things are true, whatsoever things are honest, whatsoever things are just, whatsoever things are pure, whatsoever things are lovely, whatsoever things are of good report; if there be any virtue, and if there be any praise, think on these things.”*

EXERCISE: (Discuss with your partner)

- **Picture yourself in a job interview where Jesus Asks “Tell me about yourself?”**

SW Lesson 4: Strength in Weakness

Objective: To help you compensate for your weakness and protect against the shadow side of strengths.

Video 4 Notes:

- **2 Corinthian 12:7-9:** His strength is made perfect in weakness.
- Lesser strengths, not weaknesses
- **You have a support system** “Others.” Know them by their strengths not weaknesses.
- **The shadow side** of your strengths, find your way of escape. 1 Corinthians 10.13
- **Update your strengths inventory** to include the risks that come with the shadow side of your strengths.

Examine the list of shadows in the next page:

1. Mark your 5 Strengths
2. What adjectives best describe your shadow?
3. What do you need to do to protect yourself and others from the shadow side of your strength?

EXERCISE: (Discuss with your partner)

The Shadow Side of Strengths – Examples

- Achiever:** workaholic, overcommitted, ruthless, unrestrained . . .
- Activator:** impatient, driven, obstinate ...
- Adaptability:** submissive, reactionary, unreasonable, directionless ...
- Analytical:** self-possessed, critical, nitpicking, never satisfied...
- Arranger:** critical, demanding, offensive, nonconforming ...
- Belief:** dogged, elitist, stubborn, opinionated, dogmatic, goody-goody ...
- Command:** bossy, abrupt, inflexible, stubborn, insensitive ...
- Communication:** garrulous, verbose, longwinded, talkative...
- Competition:** strong-willed, insensitive, uncaring, selfish, self-seeking, offensive ...
- Connectedness:** idealistic, easy to take advantage of, adolescent, naïve ...
- Consistency:** stubborn, disinterested, strict, uncooperative, unrealistic ...
- Context:** closed-minded, unimaginative, counterintuitive, inexperienced ...
- Deliberative:** aloof, withdrawn, introverted, unfriendly, time-waster ...
- Developer:** naïve, unwise, unrealistic, easy to take advantage of ...
- Discipline:** obstinate, rigid, mechanical, impersonal, detached, unrealistic ...
- Empathy:** soft, over-involved, gullible, susceptible, naïve ...
- Focus:** absorbed, intense, stressed, stubborn, single-minded ...
- Futuristic:** dreamer, impractical, unrealistic, unreasonable, irrational, misleading ...
- Harmony:** irresolute, indecisive, weak, non-confrontational, flattering
- Ideation:** dreamer, unrealistic, self-absorbed, introspective, unrealistic ...
- Includer:** indiscriminate, naïve, adolescent, gullible, unsystematic ...
- Individualization:** overly-patient, indecisive, undiscerning ...
- Input:** irresolute, indecisive, faltering, vacillating, slow to act, cluttered ...
- Intellection:** loner, bookish, smug, academic, non-productive, irrelevant ...
- Learner:** bookish, uninspiring, unrelated, academic, non-productive ...
- Maximizer:** picky, demanding, challenging, uncompromising ...
- Positivity:** insincere, naïve, superficial, dishonest, Pollyanna ...
- Relator:** cliquish, clannish, plays favorites, disingenuous, hypocritical...
- Responsibility:** micro-managing, perfectionist, stickler, obsessive ...
- Restorative:** critical, punitive, negative, critical, focused on weakness ...
- Self-assurance:** arrogant, conceited, proud, stubborn, persistent, self-righteous ...
- Significance:** self-absorbed, needy, self-centered, insecure, uneasy ...
- Strategic:** disrespectful, offensive, invasive, belittling, impatient ...
- WOO:** fake, insincere, dishonest, shallow, compromising ...

SW Lesson 5: You Have a Calling

Objective: To give you a process to discover the roles you are called to play.

Video 5 Notes:

- **God is a perfect parent.** He uses all the experiences of life for the purpose of developing his children.
- **Your callings are** for developing you and your relationship with God.
- **Your callings start with a purpose.** To glorify God and enjoy him forever.
- **What do you want to be** when you grow up ...
- **Look for** “where God is working and join him.” Dr. Henry Blackaby.
- **Find a role model**

EXERCISE: (Discuss with your partner)

- Who is your model?
- What do you want to be when you grow up?

SW Lesson 6: You Are Unique

Objective: To help you appreciate the uniqueness of your strengths combinations and how they relate to developing your God-given roles.

Video 6 Notes:

- **You** have a very unique combination of strengths. God does not mass produce. Psalm 139:14
- Successful people:
 - Focus and invest in their strengths
 - Surround themselves with other strengths
 - Take time to know others
- Examine the Four Domains of Strengths. Where do you see your top five strengths? How does this reflect in the roles you chose to play?
- Avoid “Title imposed roles”.

Executing	Influencing	Relationship	Strategic Thinking
<ul style="list-style-type: none"> • Achiever • Arranger • Belief • Consistency • Deliberative • Discipline • Focus • Responsibility • Restorative 	<ul style="list-style-type: none"> • Activator • Command • Communication • Competition • Maximizer • Self-Assurance • Significance • Woo 	<ul style="list-style-type: none"> • Adaptability • Developer • Connectedness • Empathy • Harmony • Includer • Individualization • Positivity • Relator 	<ul style="list-style-type: none"> • Analytical • Context • Futuristic • Ideation • Input • Intellection • Learner • Strategic

- From the list below, what role would you choose to play in the life of your church, family or workplace?

List of Roles

- | | | | | |
|--------------------------------------|--------------------------------------|----------------------------------|----------------------------------|------------------------------------|
| <input type="radio"/> Administrator | <input type="radio"/> Advisor | <input type="radio"/> Boss | <input type="radio"/> Builder | <input type="radio"/> Change agent |
| <input type="radio"/> Coach | <input type="radio"/> Director | <input type="radio"/> Healer | <input type="radio"/> Influencer | <input type="radio"/> Inspector |
| <input type="radio"/> Leader | <input type="radio"/> Manager | <input type="radio"/> Negotiator | <input type="radio"/> Operator | <input type="radio"/> Organizer |
| <input type="radio"/> Overseer | <input type="radio"/> Owner | <input type="radio"/> Catalyst | <input type="radio"/> Peacemaker | <input type="radio"/> Pioneer |
| <input type="radio"/> Problem solver | <input type="radio"/> Promoter | <input type="radio"/> Provider | <input type="radio"/> Recourse | <input type="radio"/> Stimulator |
| <input type="radio"/> Teacher | <input type="radio"/> Troubleshooter | <input type="radio"/> Visionary | <input type="radio"/> Watchdog | <input type="radio"/> Add more |

- **EXERCISE: Discuss with your partner, w**hy would you choose this role? Why? How does this relate to your strengths?

SW Lesson 7: People, Issues and Callings

Objective: To help you prioritize the roles you play and your impact of people and issues as you fulfill your life callings.

Video 7 Notes:

- Life purpose “to glorify God and enjoy him forever”.
- God calls you to play roles in his kingdom. Your roles are your life callings.
- There are “leadership Roles, Project roles and Operational roles”.
- Relationships are the most important part of your life.
- Inventory your Important People, Teachable people, and Draining People.
- Issues are the subject of your callings. Where do you say “I wish I could?”.

- From the list below what issues or needs ignite your interest and passions and make you say “I wish I could?”

List of Issues

- | | | | |
|-------------------------------------|--|----------------------------------|--------------------------------------|
| <input type="radio"/> Abortion | <input type="radio"/> Abuse | <input type="radio"/> Addiction | <input type="radio"/> Administration |
| <input type="radio"/> Arts | <input type="radio"/> Children | <input type="radio"/> Corruption | <input type="radio"/> Crime |
| <input type="radio"/> Disasters | <input type="radio"/> Disease | <input type="radio"/> Divorce | <input type="radio"/> Education |
| <input type="radio"/> Environment | <input type="radio"/> Ethics | <input type="radio"/> Faith | <input type="radio"/> Family Life |
| <input type="radio"/> Finances | <input type="radio"/> Fitness | <input type="radio"/> Health | <input type="radio"/> Homelessness |
| <input type="radio"/> Hunger | <input type="radio"/> Immigrants | <input type="radio"/> Leadership | <input type="radio"/> Marriage |
| <input type="radio"/> Money | <input type="radio"/> Multiculturalism | <input type="radio"/> Old age | <input type="radio"/> Parenting |
| <input type="radio"/> People Groups | <input type="radio"/> Persecution | <input type="radio"/> Politics | <input type="radio"/> Refugees |
| <input type="radio"/> Security | <input type="radio"/> Politics | <input type="radio"/> Slavery | <input type="radio"/> Spirituality |
| <input type="radio"/> Sports | <input type="radio"/> Technology | <input type="radio"/> Travel | <input type="radio"/> War |
| <input type="radio"/> Water | <input type="radio"/> Youth | <input type="radio"/> Add more | <input type="radio"/> Add more |

EXERCISE: (Discuss with your partner why you would choose this issue? How does it relate to your strengths?

SW Lesson 8: Goals and Accountability and Love

Objective: To help you consider the roles you are called to play and how to create SMART goals with accountability to fulfill them

Video 8 Notes:

- **With every issue:**
 - The scope of accountability. What you are expected to be and do.
 - The scope of influence. Where you impact others to do and be...
 - Areas of concerns. “None of your business “.
- **Goals:**
 - SMART goals are **S**pecific, **M**easurable, **A**greed upon, **R**ealistic and **T**ime-dependent. “A calling without a goal is no calling at all.”
 - Goals are projects that direct your commitments and reflect your priorities.
- **Spiritual Gifts.** The field or game where you use your strengths.
- **Love Languages:** Ways to replenish your emotional bank accounts.

EXERCISE: (Discuss with your partner)

- Where do you need to set SMART goals?
- What do you need to do to help others replenish your emotional bank account?

SW Lesson 9: Big Rocks in Your Jar of life

Objective: To help start to prioritize your roles and relationships and where you spend your time.

Video 9 Notes:

▪ **To define your roles:**

- Start with strengths to define how you do what you do. Use adjectives.
- State responsibility for accountability.
- Set smart goals for each responsibility.
- Ensure you have the needed empowerment (Time), authority and accountability.

▪ We are accountable for how we spend our time and money.

▪ The jar of time. Apply the principle of permanence. Start with the big rocks.

Note: For an updated paper and template on how to define roles download <http://integrity-plus.com/eStore/WP/AboutRoles.pdf>

EXERCISE: (Discuss with your partner)

- How pleased are you with how you fill your “Your Jar of Life”
- What changes do you need to make to better apply the “Principle of Permanence”?

SW Lesson10: Power in Low-Lying Fruits

Objective: To help you identify low lying fruits where you are likely to start applying what you learned.

Video 10 Notes:

- Affirm the strengths of others in your family.
- Read the description and the overview of each of the 34 strengths. Ask God to help you see the strengths of others.
- Consider how you can help your church impact the world by using your God-given strengths.
- At work or the community, seek opportunity where you can play to your strengths. Volunteer if you can.
- **The greatest of these is Love.** Play your roles with the qualities of love expressed in 1 Corinthians 13.
- Be a steward of what you learned. Share and make disciples. Matthew 28.

EXERCISE: (Discuss with your partner where do you see low lying fruits when you can begin using your strengths?)

